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# STATEMENT OF FACTS

FROM EACH RELIGIOUS DENOMINATION IN NEW ENGLAND,

RESPECTING

## MINISTERS' SALARIES.

COLLECTED AND ARRANGED

BY CHARLES BROOKS,

CHAIRMAN OF THE COMMITTEE OF INVESTIGATION.

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## STATEMENT.

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At the last annual meeting of the "Society for the Relief of Aged and Destitute Clergymen," it was unanimously voted to choose a Committee of three clergymen and three laymen, whose duty it should be to collect information concerning ministers' salaries in New England; and then communicate to the public the facts and opinions they should gather, unaccompanied by any advice or opinions of their own.

The Committee consisted of the Rev. Charles Brooks, Rev. Christopher T. Thayer, Rev. F. D. Huntington, Josiah Bradlee, Esq., Deacon Moses Grant, and Hon. Albert Fearing.

That Committee has performed the arduous and delicate duty with strictest impartiality. They issued a private Circular, dated March 1, 1854, and sent a copy to each clergyman in Massachusetts, to each bishop of the Protestant Episcopal and Methodist Churches, and to as many other Ministerial Associations, Theological Seminaries, and Presidents of Colleges, in other States, as they supposed could feel interested in this local movement. To these circulars were appended the following questions:—

"1. What is the average of ministerial salaries in your Association? 2. Has any change in public sentiment respecting ministers' salaries taken place in your community within the last twenty years? 3. Do you think that any young men have been prevented from entering the ministry in consequence of the insufficiency of salaries? or have any clergymen left the profession on that account? 4. Do you think that the cause of the Redeemer is suffering from the want of an adequate pecuniary support of the clergy? 5. Do you think that proper pecuniary support is necessary to induce the ablest minds among you to enter the ministry, after the present time? 6. Owing to the rapid depreciation of money, what steps do

you think should be taken by the clergy in reference to this fact?  
 7. If you judge any increase of salary to be necessary, what rate of increase do you deem advisable under present circumstances?"

These questions have been answered by letters speaking the opinions of at least fifteen hundred clergymen. Although this is *ex-parte* evidence, we do not believe that the facts, in any case, have been misrepresented; and these facts speak loudly enough. No extreme cases have been admitted. The inferences and opinions contained in the replies may have more or less weight according to the reader's observation and experience; but it is only justice to say, that the replies are from ministerial associations of all sects, and from public men in theological and collegiate institutions second to none in wisdom and piety. They knew that their statements were to be published. No forced measures, *in any form*, are for one moment dreamed of by the clergy. For obvious reasons, the names and particular places of the associations and of individual writers are suppressed. The Committee will never divulge them. But any one who wishes to hear the letters read, without the names, may be gratified by application to the Chairman of the Committee. The Committee have not printed the whole of each letter, because it would present only tedious repetitions; but they have printed every important fact and opinion, and especially those which seemed to differ from the great majority. It has been their purpose to give the fullest and truest import of every letter, thus doing strictest justice to each witness; and they would close these explanatory remarks with their thanks to the numerous clergymen for the promptitude with which their replies were forwarded, and for the many expressions of hearty approval at this effort to benefit the church of Christ.

# REPLIES

OF

MINISTERIAL ASSOCIATIONS AND OF INDIVIDUAL CLERGYMEN

TO THE

SEVEN QUESTIONS PROPOSED BY THE COMMITTEE.

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The name of the State, County, or Sect, as communicated in the replies, is given, in order to impart a true force to the testimony.

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## QUESTION I.

*“What is the average of ministerial salaries in your Association?”*

### ANSWERS.

*Vermont.* — “So far as we can judge of the whole State, about \$450 to \$500.” A particular county, “\$350.”

*New Hampshire.* — “Difficult to say; but think not over \$500.”

*Maine.* — “Salaries range from \$300 to \$800 generally.”

*Connecticut.* — “In one locality, not up to \$600.”

Another witness. — “About \$650.”

*Rhode Island.* — “Cannot say of the whole State; but presume it cannot exceed \$500.”

A Bishop of the Protestant Episcopal Church. — “In my diocese, \$666.”

Another Bishop of the same Church. — “Of a hundred and thirty churches, average of \$490. Of these, twenty-nine, in two cities, average \$1178; the remaining hundred average about \$300.”

Bishop of the Methodist Church, *New York.* — “I do not think that the ministerial salaries of the fifty members of our Conference would average more than \$250.”

New England Conference of the Methodist Episcopal Church. — “The average with us is not quite \$500.”

*New England.* — Christian Denomination. — “\$300 in the country, \$500 in cities.”



## MASSACHUSETTS.

*Berkshire County.* — Congregational. — “Eighteen churches; average, \$560.”

Congregational. — “Just \$600.” Another, “\$550.”

Baptist. — “Of twenty ministers, average, \$372. One of these has only \$125.”

“\$575. Our richer societies are increasing, and our poorer diminishing, the salaries of their ministers.”

“Out of sixteen clergymen, four have from \$700 to \$1500; the average of the rest is \$460, one of whom has but \$300. They with the highest salaries have all the facilities for living cheaply which the others have. This statement shows something of the deceitfulness of averages.”

Methodist. — “Probably from \$200 to \$250.”

*Hampden County.* — Congregational. — “\$600.” “I should think it a bright year in which I received \$400.”

Baptist. — “Cannot be far from \$300.”

Methodist. — “Of sixty-three ministers in this part of the State, the average of their salaries is exactly \$304.60.”

*Hampshire County.* — Congregational. — “Of twenty-one ministers, \$650.” In one town, “\$625.”

Individual cases. — “\$637,” “\$450,” “\$500,” “\$700,” “\$400.”

*Franklin County.* — “Seven pastors receive from \$600 to \$700. Seven received over \$400 and less than \$600. Over twenty pastors who receive \$400 and less.”

Episcopal. — “In this county, ranging from \$350 to \$450.”

Individual cases in different denominations. — “\$637,” “\$350,” “\$400,” “\$800,” “\$500,” “\$650.”

*Worcester County.* — Association, Congregational. — “\$606.25.” “My salary is \$600, but this is probably above the general average.”

Unitarian. — “Not far from \$800.”

Denominations not mentioned. — “Of twenty churches, the average is \$640; yet thirteen of the twenty pay under \$600.” “From \$610 to \$700.”

Individual cases. — “\$1000,” “\$900,” “\$650,” “\$800,” “\$300.”

*Middlesex County.* — An Association. — “\$450, if two large towns be left out.”

"Over \$800." Another. — "Between \$700 and \$800."

Association, Unitarian. — "\$900."

Individual cases. — "\$1500," "\$1200," "\$800," "\$600," "\$550."

"The salary paid by my society is \$500."

"My own salary is less than \$300."

*Essex County.* — Congregational. — "Thirteen churches average \$733. Salaries range from \$500 to \$1200." Another says, "About \$650."

Baptist. — "650." Methodist. — "\$480."

Universalist. — "Average of a few churches, \$708."

Unitarian. — "Not known, but judge it about \$900."

*Suffolk County.* — With more than one hundred clergymen under pay, the average of the whole is thought to be not over \$1200; but the true average we have not been able to discover.

*Norfolk County.* — Congregational Association. — "From \$650 to \$700."

Individual cases. — "\$1500," "\$1200," "\$800," "\$900," "\$450."

"I have \$600, which is below the general average, I think."

*Bristol County.* — Congregational Association. — "From \$500 to \$800 as near as I can guess. I do not know the exact average, but do know that all our salaries range from \$100 to \$200 too low. I get \$500." "\$350 is all I receive."

Individual cases. — "\$1000," "\$800," "\$650."

*Plymouth County.* — Unitarian. — "Not far from \$700."

Baptist. — "\$500."

Congregational. — "\$650."

Methodist. — "\$300."

*Barnstable County.* — Cape Cod, Congregational. — "Not far from \$500."

Association. — "\$510."

"In some parts not \$400."

From the above data, it is apparent that an average does not show the whole suffering which exists, but rather helps to conceal it. Suppose one clergyman receives \$2000, and his four nearest neighbors, of the same denomination, receive each \$500, the average of the five (\$800) would cover up the suffering experienced by four of them.

## QUESTION II.

*"Has any change in public sentiment respecting ministers' salaries taken place in your community within the last twenty years?"*

## ANSWERS.

*Vermont.* — "Well-informed laymen now believe that our salaries are too low."

*Maine.* — "None that we know of."

*New Hampshire.* — "Some salaries have been raised, but not in proportion to the depreciation of money."

*Rhode Island.* — "We hope so; there is need enough of it."

*Connecticut.* — "Some movement; but the first motions of the 'young flood' tide are barely perceptible."

*New York.* — "Many salaries have been raised about one quarter; but expenses have increased in quite that proportion."

Bishop of the Protestant Episcopal Church. — "I know of no striking change."

Another Bishop of the same Church. — "The obligation to support public worship seems to sit extremely light on many minds. The opinion with the great majority is, that ministers are sufficiently paid."

President of a Theological College. — "Public sentiment is improving; but the evil of low salaries is keenly felt. Our bishops have brought the matter prominently before our General Convention."

Bishop of the Protestant Episcopal Church. — "Two changes have taken place: 1. A slight tendency to increase of *actually paid* salaries; 2. A decided relinquishment of the practice of *promising* much more than was actually paid, or even meant to be paid."

Bishop of the Methodist Church. — "A change quite favorable."

New England Methodist Conference. — "An improvement, surely; but it needs helping."

Professor in a Theological Seminary. — "Some favorable change; but it seems to partake too much of the character of other *commercial* changes, i. e. salaries are increased because ministers cannot be obtained otherwise, not because of a general and intelligent conviction that they ought to be more liberally supported. The danger is, that the pulpit will have its market-price, like that of stocks and manufactures."

Baptist Convention. — "Very great changes in favor of increasing ministers' salaries."

Universalist Denomination. — "There has been in our denomination some improvement for the better; but the general tone of sentiment is far too low yet."

Christian Denomination. — "Yes; and your movement will do us great good."

From a Convention. — "The number of persons disposed to pay towards ministers' salaries is a smaller ratio to the whole community than it was twenty years ago."

#### MASSACHUSETTS.

*Berkshire County.* — "In some places there has. In a community of merchants, mechanics, and professional men, there is a feeling that the compensation of ministers is too low; but in mere farming communities there is no such feeling."

"Of sixteen Congregational churches, one-half of their pastors has only \$400, and no effort is made to change the sum. One rich parish has nearly doubled its pastor's salary."

Methodist. — "We think not."

*Hampshire County.* — "They have not considered the subject enough to effect much change."

*Hampden County.* — "Among Christian philanthropists."

*Franklin County.* — "Yes. Several societies are thinking about an increase of their ministers' salaries; but they have done nothing more, and this pertains rather to the larger towns. The ministers are at a terrible pinch. Your movement will show the insufficiency of former stipends, and begin the needed reform."

*Worcester County.* — "Yes. In some parishes where there was the least need of it. In the poorer parishes, none."

"Several churches that gave \$500 begin to give \$600 or \$700."

"My salary is \$400. This parish paid the same twenty years ago. They settled one pastor on \$500, but, in three years, cut it down to \$400. They can easily pay \$500. If my family was not small, and if God had not blessed us with health, how could I get along?"

"Not much hereabouts. I am not properly supported; but I

cannot say a word about it, because it would re-act destructively upon me."

"No marked change for the better, except in one or two places."

*Middlesex County.* — "Not much in this vicinity."

"In some places most marked and auspicious."

"The change in particular places has been towards a decrease of salaries, owing to sectarian divisions."

*Essex County.* — "Yes." "No." "Some."

"It is a sad fact that society is so unmindful of its highest and holiest interests."

"I think not. God grant that you may wake the dead!"

"No. My predecessor had \$1000. I have \$800, but my annual expenses are \$400 above my salary, and have been so for five years."

*Suffolk County.* — "A general persuasion exists that ministers' salaries are very inadequate, and some noble movements testify to the practical efficacy of the opinion."

*Norfolk County.* — "The abler churches give new ministers more."

"Our people in this county are probably not behind other parts of the State in their anxiety and unconcern respecting this subject."

"Some parishes seem to think, that, if the minister can make the two ends of the year meet, he has salary enough. If he can do no more than this in the middle of life, what is to become of him when he is past labor? Does any reflecting man judge this a safe state of public opinion?"

*Bristol County.* — "Certainly yes, in some places; certainly no, in others."

"A few years ago, my salary was raised \$200; but, to keep the peace in the parish, I next year resigned it."

"The principle regulating the amount remains unchanged; viz. the *lowest* sum which a rigid economy will make support the minister in a second-rate style. If it will carry him round, with no surplus at the end of the year, it is supposed to be large enough. Any glaring deficiency is made up by a "donation-visit," or peradventure by presents of solar lamps, card-baskets, and other such *profitable*

furniture. If they give him higher salary, then they ask him higher rent, and suspend donations."

*Plymouth County.* — "In many respects favorable."

"In a few instances there has been an increase nearly equal to the depreciation in money."

"Some. Is not an increase of salary an act of justice, and not an act of charity?"

"The support of the ministry is not now regarded as a *duty*, as it was twenty years ago. There is no increase of salaries in proportion to the increase of wealth."

"In fourteen parishes, no change that we are aware of."

*Barstable County.* — "The few ministers who have been settled lately have received a small increase on former rates."

*Cape Cod.* — "There has been a most favorable change."

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### QUESTION III.

*"Do you think that any young men have been prevented from entering the ministry in consequence of the insufficiency of salaries? or have any clergymen left the profession on that account?"*

#### ANSWERS.

Bishop of the Protestant Episcopal Church. — "I think that many young men have been prevented or delayed from entering the ministry for want of proper support."

Another Bishop of the same Church. — "I have no doubt that young men have been prevented from entering the ministry by the reasons specified, but do not think the circumstance a cause for regret."

President in a College. — "Not often, if men of distinguished ability and popular talents, for *they* obtain good salaries; but the objection holds in respect to all others, that is, in respect to the vast majority. Even if the young and ambitious and sanguine student does not feel it, his parents and friends do, and try to dissuade him, and generally succeed."

Professor in a Theological Seminary. — "Doubtless young men are often prevented; sometimes from their own apprehensions, but more frequently from the strong opposition of friends, who think

they would be condemned to poverty and suffering if they became ministers."

Professor in another Theological Seminary. — "I do not think the idea of poverty operates much with our young men here; but I suppose it has prevented many from coming here. Our students are compelled to decline calls to less inviting fields of duty, because they have no hope of being able to live there on present rates of salary. Our feeble churches therefore suffer greatly."

Professor in another Theological Seminary. — "It grieves me much to be obliged to answer both these questions in the affirmative."

Professor in a College, *Vermont*. — "I have been a teacher in colleges for fifteen years, and I am sure that many young men of excellent talents and dispositions have been deterred from entering the ministry because of the inadequacy of the salaries."

Association, Congregational. — "We may say that young men *ought* to have piety enough to devote themselves to Christ and his church; but, when we see it to be a life of peculiarly high responsibility, of constant and exhausting toil, and that it is likely to be pursued under straitened circumstances and to end in poverty, no wonder that parents advise their sons to hesitate."

*From New York*. — "Young men are not deterred so much by want of pecuniary support in the sacred profession, as they are seduced by the brilliant promise of other careers in this enterprising age."

*From New Hampshire*. — "We know ten young men, of rare promise, who have not entered the ministry for fear of starvation; and we know eight who have left from want of adequate support."

*Rhode Island*. — Baptist. — "We have no doubt that the enduring poverty of our clergy has frightened young men; and we know one good minister near us who has left the profession on that account, and gone into a store."

Episcopal. — "From the catalogues of our colleges it appears, that the proportionate number of graduates, who become ministers, has been steadily lessening since the salaries have been more and more insufficient."

*Connecticut*. — Presbyterian. — "Why should they not? Ministers must support their families. The low salaries in one place induce a minister to accept a call elsewhere. Thus preachers are

*always* candidates. This habit of change has been produced in part by stinted means of living; and evil is often the result."

*Maine.* — "Two excellent preachers have just left the ministry on account of their poverty, and another retires for a season on the same plea."

#### MASSACHUSETTS.

*Methodist.* — "I know several young merchants and school-teachers, who would have entered the ministry if they could have had money to buy books and support a family."

*Universalist.* — "Our denomination suffers annually from want of proper support of our preachers."

*Suffolk County.* — "I think both these questions must be answered in the affirmative."

*Berkshire.* — "We know four or five ministers who have left on this account."

*Hampshire County.* — "I think that few have left on this account, and fewer been deterred."

*Same County.* — "We know one who has left for this cause, and gone upon a farm; and five gone for boarding-schools."

*Christian Denomination.* — "We answer in the affirmative, and say that the church has no right to make martyrs of its teachers."

*Association, Congregational.* — "Our body unanimously answer both these questions in the affirmative."

*Hampden County.* — "I know of several who wish to leave. An empty purse is a weighty argument."

*Middlesex.* — "Why should it not? Eight young salesmen in one furniture warehouse in Boston have each the same salary as myself!"

*Norfolk County.* — "Ministers' salaries being notoriously insufficient, the only alternative is not to enter the profession, unless they intend to lead a celibate life, or unless they have a private fortune."

*Plymouth County.* — "We have, in New England, an increase of population, yet a diminution of numbers in the clerical ranks. This refusal of the ministerial office must have its cause. We judge *that* cause to be mainly this, — the withdrawal of the people from the pecuniary support of the clergy."



"Many have left on this account; but the question is, whether such ought ever to have entered it?"

*Essex County.* — "I know several ministers who are now 'halting between two opinions' on the subject of leaving the ministry. They and many more would leave, if they knew what to do afterwards."

*Bristol County.* — "Yes; and what heart have we to urge young men to enter the field where the laborers are not deemed worthy of their hire?"

"It is difficult to answer this question clearly; because ministers who have left their parishes have abstained from giving deficiency of support as a prominent motive, fearing it might injure the parish in the choice of a successor. I am told that I am favored with what is called popularity in my parish; but I cannot live on my salary. From a generous friend, I have one hundred dollars annually to help me through the year. My salary is raised by subscription, and I am thus put up at auction every spring. Will not such facts prevent young men from entering the ministry?"

*Worcester County.* — "Doubtless many. I dig the ground, teach pupils, and preach, and get only enough to support my family. They who dare to look forward to old age must tremble while they look."

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#### QUESTION IV.

*"Do you think that the cause of the Redeemer is suffering from the want of an adequate pecuniary support of the clergy?"*

#### ANSWERS.

Professor in an Orthodox Theological Seminary. — "This is your most solemn and important question; and with grief we must answer it in the affirmative. Our Redeemer's kingdom suffers, —

1. From the gradual diminution of the number of ministers.
2. From the effect of pecuniary embarrassment, in depressing the spirits and impairing the energy of ministers.
3. From the tendency of such an evil to press into distorted proportions the virtue of economy in our clergy.
4. From its tendency to depress the standard of literary and theological study among them. The tendency is to form small minds and a contracted piety."

Professor in another Theological Seminary. — “Yes, undoubtedly; and is to suffer far more. The end is not yet.”

Professor in Theological School, Vermont. — “We have no doubt of it. Everywhere the cry is loud, that the laborers are few; and we fear that many laymen think that even this few are not worthy of their hire.”

President of a College, New England. — “Yes, in many ways. Not merely in lessening the number of the clergy, but in its bearing on their character, reputation, and influence. It endangers their independence; it induces a life of shifts and expedients; it exposes them to trials which are apt to dull their sense of some of the most important social obligations. A man, who, from any cause, has contracted debts which he cannot pay, cannot speak as if his soul were his own; he certainly cannot as if his house were his own, or his furniture, or his books.”

Bishop of the Protestant Episcopal Church. — “I do not think that our Redeemer will allow his ‘cause to suffer;’ but I do think that *our land* is suffering, and in danger of losing the claim to be a Christian land, for the reason stated.”

Another Bishop of the same Church. — “Most undoubtedly.”

Bishop in the Methodist Church. — “Yes. The influence of the clergy is impaired by their poverty and debts. The people spiritually suffer by their own covetousness. Mutual affection is destroyed. The church becomes a reproach in the eye of the world on account of its meanness to the ministers.”

Congregational Association, Massachusetts. — “Were the question between a *rich* and a *poor* ministry, we should vote for the latter. Woe the day when the pulpits of New England become rich berths, when they afford any *pecuniary* temptation to candidates! The less *money* draws to a pastoral office, the more will *love of souls*. Yet, where the pastor has to spend his time and studies in making *one* dollar do the work of *two* dollars, the church loses all and more than all it saves.”

Congregational Unitarian. — “We want better endowments for theological education. A learned theology must die out at the rate we are going on now. The cause of the Redeemer must suffer by a low standard of intellectual qualification in the ministry.”

Congregational. — “Yes. The ministers are obliged to turn aside from their appropriate work, and engage in other pursuits, to eke out their salaries. They till the land, or keep school, or write books, and thus rob the pulpit of the time which should be given

to it. They are too poor to give, as they would wish, to the benevolent objects of the day."

*Maine.* — "Everywhere there are proofs of this. What are we coming to?"

*Vermont.* — Theological Seminary. — "We know it is. Many good men are not in the ministry who would have been if the support was adequate; and most who are in it have their time and attention, and perhaps their hearts, too much averted from their high vocation by pecuniary wants."

*New Hampshire.* — "We answer in the affirmative."

*Rhode Island.* — Baptist. — "There can be no doubt of it; and it is cause of deepest alarm to every lover of souls."

*Connecticut.* — "The increase of infidelity and sin is proof apparent; and these increase because no adequate strength is brought to resist them."

*New York.* — "Religion wants the best talents, the highest energy, of the rising generation. Doubtless the mutability and impediments of the profession make it unattractive to independent and energetic characters."

#### MASSACHUSETTS.

Baptist. — "With us it is. Books cannot be purchased, and the poor clergyman is shut out from the literary world; hence he proportionably degenerates, and his parish with him. To interpret the Scriptures requires extended learning; they are oftentimes expounded imperfectly, and will be so long as the uneducated can alone be tempted to take the priest's office."

"We have four or five Baptist churches in this association suffering greatly for want of pastors from this very cause, though these same churches are able to support a ministry of the word."

Universalist. — "Through a distraction of ministers' thoughts on account of pecuniary anxieties, and the consequent lessening of that complete consecration of thought and energy which is essential to the highest ministerial usefulness, we should say decidedly *yes*. 'No man can serve two masters;' and he who is constantly harassed with respect to 'the bread that perisheth' cannot administer 'the bread of life' with most effect to other souls. Moreover, men value a thing according as they pay for it; and many *think little* of the cause of the Redeemer because they *pay little* or *nothing* for it."

Protestant Episcopal. — "The cause of Christ and his church languish because pastors are compelled to seek their living, in a degree, out of their profession."

Methodist Episcopal. — "Competent salaries are indispensable to promote the Redeemer's cause; large ones would injure it."

Christian Denomination. — "We think it is in some places, but not in all."

Congregational. — "We have known rural parishes become moral wastes, from their unwillingness to support a ministry as they could afford."

"We believe in the great value of a permanent and well-educated ministry; but how can it be either of these, without a reputable support?"

"With us it evidently is. Were people as willing to pay for the spiritual culture of their children as they are for their intellectual, an unexampled prosperity would smile upon the Lord's vineyard."

"It has, and is, and will. We do not think that the nominal salary of a single pastor in our region will support him and his family, so that he can give his whole energies to the gospel cause."

"The people's respect and affection are lessened towards a minister whom they can compel to live on the scantiest means."

"We think the want of a competent support is *the* principal reason why so many pastors change their places so often."

"Most undoubtedly. The muzzled ox, employed to tread out the corn, grows weary and faint-hearted, and is unable vigorously to perform the service required of him."

"We believe it is; nevertheless, it may have this good, to keep worldly men out of the ministry."

"Numerous vacant parishes are proof enough of this. We mourn for the 'lambs of the flock.'"

"I fear the results will hereafter be yet more disastrous in the scarcity of ministers and the decay of piety. The talented will be likely to look for better support, and the timid will draw back in terror. For example, I have seven children, no one of whom is yet a self-provider; I have worked hard for *twenty-nine* years, and all the property I have would not support my family over a year after I am among the dead. Now, a man needs strong faith, or a stupidity that is beyond human, willingly to be brought into such circumstances."

"With bitter grief, I answer yes; and this answer I make as the result of *thirty years'* experience and observation. For a long time I have seen the lamentable crisis which you are so nobly laboring to prevent."

"You bring before us the great question, — the existence and respectability of the clerical profession under the voluntary system. May God's Holy Spirit open the eyes of our community to their immortal interests!"

"I love my profession, and I am ready 'to spend and be spent' in my Redeemer's cause. For money I care but little: all I ask is to be paid as other laborers are paid."

#### QUESTION V.

*"Do you think that proper pecuniary support is necessary to induce the ablest minds among you to enter the ministry, after the present time?"*

#### ANSWERS.

Bishop of Protestant Episcopal Church. — "The ablest minds, prompted by the Holy Spirit, are as likely as any others to enter the ministry, at whatever sacrifice. If not duly supported, they can dig; but the church suffers loss."

Another Bishop of the same Church. — "I do not desire the entrance into the ministry of men, whether of 'able minds' or not, under the inducement of pecuniary support; therefore answer the question in the negative."

President of a College, New England. — "We see, of late years, that our first scholars do not so often study theology."

Professor of a Theological Seminary, Massachusetts. — "I think that the ablest and best minds, intellectually and morally, will not be prevented from entering the ministry; but second and third rate men will. I think one good effect of the present evil is to purify motive in entering the sacred office."

Professor in another Theological School. — "Yes."

Professor in another Theological School. — "I do. It is neither just nor rational to expect such minds, in a community like ours, to be wholly indifferent to this consideration."

Congregational. — "Yes, undoubtedly. And this cause has operated to such an extent, that there is beginning to be an alarming scarcity of suitable candidates for the vacant parishes."

"Many have not entered the ministry, because in other walks of life their talents could be more useful."

"The very fact that so many, without a collegiate education, have of late years entered the profession, proves that they who have enjoyed this advantage are seeking to be useful in other walks."

Methodist. — "If a young man is thoroughly consecrated to the cause of God, — the called of God, — he will find his way into the ministry, and his place too."

Baptist Association. — "Yes; although the times call for the strongest minds."

"Ability is a man's capital, and he will be very likely to take it to the best market."

"As the minister expends liberally to get his education, and then gives his whole head and heart to his profession (carefully excluding himself from all worldly employments), he ought to be well supported; for he is, of all men, the least calculated and least able to earn a livelihood in secular business, when displaced and reduced to extremities."

"If society consents to lower the pulpit to a level with the sidewalk, where any one can travel through it, we shall then have preachers in growing multitudes; but of what sort must they be?"

Universalist. — "A man must have the spirit of self-sacrifice in no ordinary degree, and be willing to live the life of a hermit, if he enters the ministry now. We must have the martyr-age back again, or there must be some change in the compensation of the clergy."

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#### QUESTION VI.

*"Owing to the rapid depreciation of money, what steps do you think should be taken by the clergy in reference to this fact?"*

#### ANSWERS.

Bishop of the Protestant Episcopal Church. — "I think the steps to be taken, in view of the decreasing support of the clergy, must be taken by the laity, whose duty and concern it is to move in the matter. The clergy, for their part, have to bring the laity to the conviction, that they are the stewards of God, in trust with their worldly goods, as for this so for all other holy and charitable uses."

Bishop of Protestant Episcopal Church. — "I think that a representative from a body like that you represent will have great

weight, and is much better than scattered efforts of particular clergymen in their own behalf."

Professor in a Theological Seminary. — "Publish the facts you gather, and then let ministers exercise a more rigid economy."

Professor in another Theological Seminary. — "I do not know what they can do, but either submit to this state of things in silence, or take all proper means of calling the attention of parishes to it. I would speak frankly; for many parishes only need to have their attention roused to the subject to do all that can be desired."

Professor in another Theological Seminary. — "Let the facts be circulated through the ordinary channels of publication, with especial care to several things. 1. To avoid a begging spirit on the part of the clergy. It ought not to be made a matter of charity. There is some danger, I think, of compromising the dignity of the profession in the popular estimation. — 2. To avoid an *apparent* want of candor in the selection of facts. The subject should not be made to depend on extreme cases of suffering. A hundred ministers suffer for the want of *books*, where one suffers for the want of *shoes*. The point of the evil is, (is it not?) that the *average* rate of salaries is too low to meet the reasonable necessities of a professional man. — 3. To avoid by all means an *apparent* want of confidence in the justness and generosity of our churches. Much is published which seems to me to do them wrong. I have great confidence in their readiness to do the right thing. They are composed of noble and generous materials. They need information. They need to have their attention called to the great social and commercial changes which are going on, and which must affect the support of all classes. They are men of sense, and can see the truth when it is *fairly* put before them. They do not need to be rebuked. I would so construct an argument and an appeal on the subject as to reach their sense of duty and honor. I believe they will respond like Christian men."

Congregational Association. — "We do not believe that a single clergymen in New England regards your movement in the light of a forcible demand or a concerted combination for higher pay. We consider it a friendly act, by those who cannot be benefited by it, merely to arrest the attention of a pious and philanthropic community to the wants and necessities of the clergy."

"We do not know what we can do better than to present the instructions of the Bible on this subject. The people will believe that 'the laborer is worthy of his hire.'"

"When you have collected all the facts, let them be communicated to all our parishes with an appropriate address."

"If the minister would make a full and free statement of his case to his parish committee, the object would be attained."

"The clergy should keep still. The intelligent laymen should take the lead. The religious press should circulate your facts, and dwell on them till all men know them."

"Yours is the only effectual and dignified mode. Let your pamphlet be not more than twenty pages; let it not present extremes, but let it show the important facts, and let it exhibit the increased ability of the New England churches to raise their ministers' salaries. Then let it be scattered, as thickly as autumn leaves, through the length and breadth of our borders."

"Let ministers *demand* nothing; but let their condition be known, and it will be relieved."

Association. — "In our association (Hampshire County) at the last meeting, we appointed a committee to inquire what ought to be done. The committee will probably prepare a pastoral letter, to be put into the hands of each family in our association."

"We think the inadequate salaries in small parishes is owing to inability; and in many of these cases it would be better to go on with 'class leaders,' like the Methodists, than to give up, or to starve a minister."

Unitarian. — "Let the common facts be published. All that people need is light. Persuade any layman, in a parish twenty or thirty miles from Boston (who lives as the parish wish their minister to live), to sit down with slate and pencil, and take account of necessary expenses for one year. The minister's items would be as follows: — House-rent, \$150. Horse-hire and travelling expenses, \$75. Food for four persons, \$480. Wood, clothing, &c., \$250. Here we have \$955. The minister is in the middle of life, working at the top of his strength, and lays up not a cent for old age, or sickness, or the education of a child. People in country parishes think the minister's salary is large, because they know nothing about his liabilities. He is expected to live somewhat as rich people live, without possessing their means."

Congregational, Vermont. — "Few farmers know what it costs them to live, because they supply themselves from their farms, without paying cash; therefore they are the last persons in the world to judge of the expenses of a clergyman. They need, therefore, specific statements of actual expenses."



Episcopal. — "Proclaim the facts. The *need* of gospel teaching, and the *will* to procure it, are often inversely proportioned. In small congregations, a few individuals are sometimes too heavily taxed; but generally the rich do not pay according to their means."

Baptist. — "Acquaint the community with the facts. Let councils, in the settlement of new pastors, attend to this item. Let candidates, in the outset, take a right stand. Let a tract, signed by the leading clergymen of all denominations in New England, be sent to every parish."

Universalist. — "Preach the gospel doctrine on this point. Live according to our income. Refuse to ordain young men when we know their salaries will not support them. Urge the parish to insure the minister's life."

"Let each salary be determined by the current prices on a schedule of the most common articles of living. Let the prices be those of the Boston market, and the quality be *the best in common use*. Take for examples such articles as, — flour, northern corn and rye, hay, lump-butter, molasses, white and brown sugars, black tea, cotton, bar-iron, &c. A salary so adjusted would rise and fall according to the prices of the articles, and thus keep the salary of the *same value* to the minister."

Christian Denomination. — "We hardly know what to say. Most of our churches are in rural districts; and, if the salaries could be raised so as to average \$400, we should be content. May Heaven bless your effort!"

Individual testimonies. — "As a clergyman, I prefer to 'study to be quiet' on this subject, that 'the adversary may not take occasion to blaspheme.' May the Lord incline the people to move!"

"It seems to me that God is giving the church a chastening lesson, and takes this way of driving out of its ministry all mercenary laborers."

"I approve of your movement, and I hope it may lead to the consolidation and union of feeble and contiguous parishes."

"I hope you will induce parishes to pay punctually. I know one minister who has been obliged to pay interest money every year since his settlement, only because he was not paid in season."

"We read, 'Thou shalt not kill.' My salary is murderously small."

"Associations might settle this among themselves. I only wish

my people to take as good care of my temporal wants as I take of their spiritual."

"I am growing old; I am very poor; I may lose my parish. What is to become of me?"

"I approve your scheme. Unless men wish to see as great a depreciation of the estimation of the clergy, and of the importance of their labors for the welfare and salvation of souls, something must be done, and that quickly."

"I cannot say. Ministers should not move it. Popular preachers can make their own terms; but we need a *public sentiment* which shall protect all classes. Aged clergymen are sometimes in very distressed circumstances."

"You have a phrase, — 'As is the teacher, so is the school.' Is it not almost as true, — As is the salary, so is the teacher? If men would have a plenteous stream, they must keep the fountain full."

A Puritan Judge of Massachusetts, in early times, wrote these lines, —

"Honor and bread also unto your pastor *freely* give,  
That *he* may teach, and lively preach, and *you* with God may live."

## QUESTION VII.

*"If you judge any increase of salary to be necessary, what rate of interest do you deem advisable under present circumstances?"*

### ANSWERS.

*Berkshire.* — "In our association, the means of living have increased 25 per cent. Does not common justice, therefore, call for the raising of our salaries, so that they may be as good to us now as they were when we were settled?"

*Massachusetts.* — Episcopal. — "25 per cent." "33 per cent." "In some places 50 per cent."

Methodist. — "25 per cent." "At least 50 per cent."

Baptist. — "Much depends on circumstances and localities."

"25 per cent." "20 per cent." "15 per cent." "33 per cent."

Universalist. — "20 per cent is all that could be borne at present."

"33 per cent." "10 per cent." "In large towns, 50 per cent."

Congregational. — "Railroads have so equalized prices, that ministers in the country constantly suffer; and their salaries should be raised from 25 to 33 per cent."

"In cities 10, and in the country 20 per cent." "15 per cent" "30 per cent."

Individual testimonies. — "I receive \$400, and spend \$600. This shows how much my salary should be raised."

"Such a rate, whatever it may be, as will bring salaries into some due proportion to the increased cost of living."

The conclusions warranted by the foregoing statements seem to be the following: —

1. The present low salaries paid to the clergy of all denominations in New England, not only subject ministers to social suffering, and lessen their respectability in the eye of the world, but moreover rob them of due mental independence, and greatly abridge their professional usefulness.

2. Precarious and incompetent support prevents many young men of talent and character from entering the sacred profession.

3. The high Christian scholarship, so imperiously demanded by the new wants of the nineteenth century, will not be likely to appear under existing discouragements.

4. The inevitable consequence of the above facts is, that the Christian church, in all its branches, must greatly suffer, and its conflict with sin and infidelity be more and more feeble.

5. The effectual remedies for this state of things are these, — a thorough reform of public opinion on the subject of supporting the preached gospel, and a new rally of all the friends of the Cross.



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